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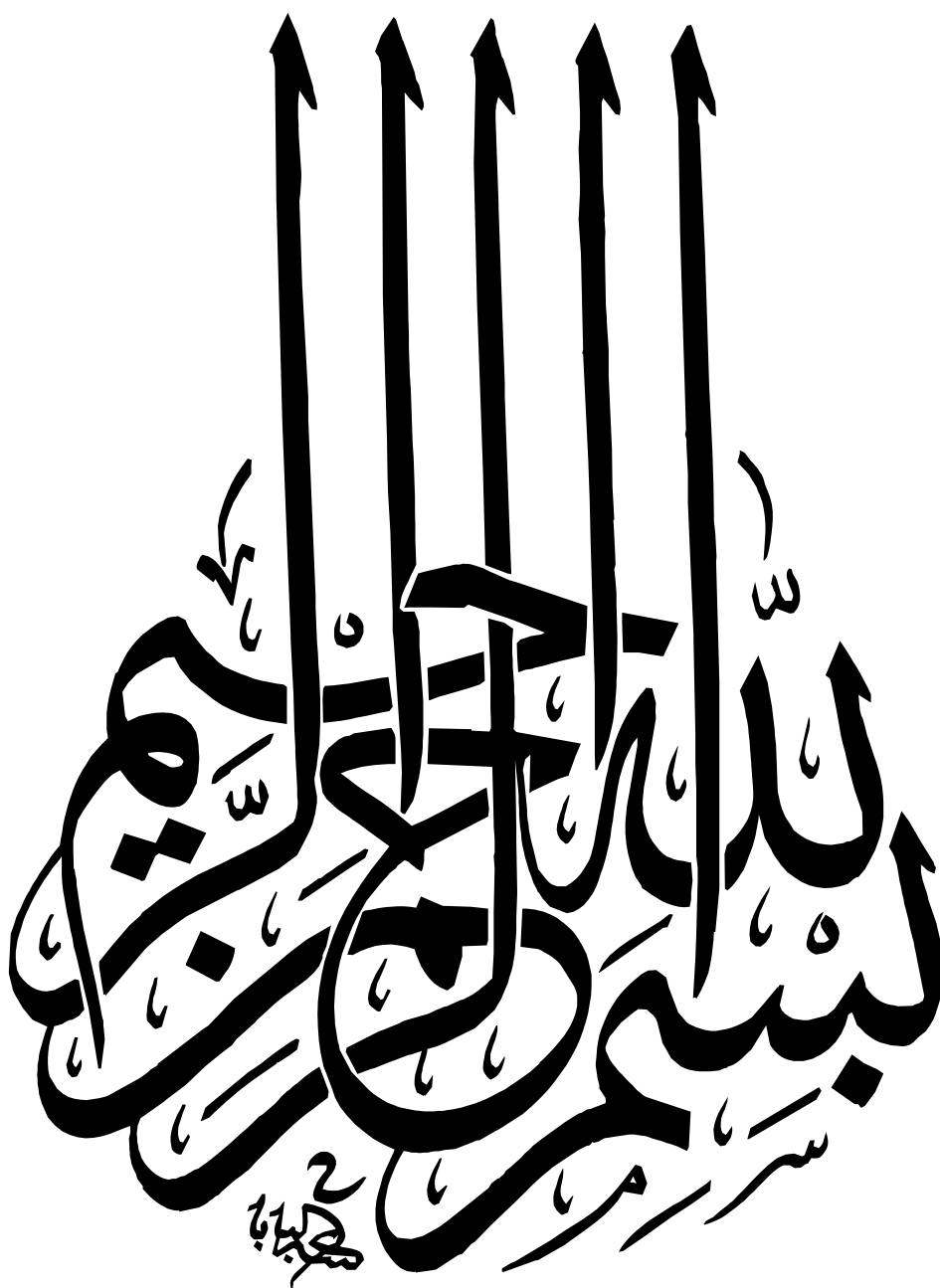
**AN INVESTIGATION INTO THE FACTORS
THAT MOTIVATE SECONDARY SCHOOL TEACHERS IN
BAUCHI STATE FEDERAL REPUBLIC OF NIGERIA**

**A Thesis Submitted In Fulfillment Of The
Requirement For The Award Of (M.ED) Degree in
Educational Psychology**

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**Supervised By;
Professor Omar Ahmad Saeed**

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DECLARATION

I, Al-Munnir Abubakar, do hereby declare that this work is a result of my own effort, and it has never been submitted or presented, to the best of my knowledge, to any institution of higher learning for any award.

Name _____

Signature _____

Date _____

APPROVAL PAGE

We certify that this thesis satisfies the fulfillment of the requirement for the award of the degree of Master of Education in Educational Psychology at the International University of Africa Khartoum.

Supervisor

Prof, Omar Ahmad Saeed

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Dean Postgraduate studies

Professor Babkr Hassan Qadrmari

Sign/Date _____

DEDICATION

This work is dedicated to my beloved wife Habiba Sani Aliyu and also my cherished children Mahmud and Fatimah (Khairat) for their patience and understanding throughout the period of my absence to undertake this research.

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In the name of Allah the beneficent the merciful, My deep gratitude goes to Almighty Allah who sphere my life with good health condition and gives me opportunity to further my education to (M.Ed) master of education in this great university where conducted this research.

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ABSTRACT

The research is intended to investigate the factors that motivate secondary school teacher's in Bauchi state. The main objective of the research is to identify the factors that motivate teacher at secondary level. The method of this research is descriptive survey type. Population of this research comprises all teachers of the government secondary schools of Bauchi state. For choosing the sample from this population, random sampling type was used. A questionnaire method was used as research instrument for collection of data. The data obtained was tabled and analyzed by using statistical techniques and standard deviation. On the basis of the analysis it was found that most of the teachers were not satisfied with their salaries. Therefore, it is recommended that the government should work out incentive packages to increase teacher's motivation to teach in secondary schools. Special attention should be put towards increasing teacher's salaries because the majority of them (teacher's) complain about the inadequacy of their salary to meet their needs. Increasing teacher's salaries will increase their morale to teach. Teachers should be promoted when due. Their regular promotion is part of the fruits of their labor and it enhances their performance. It is unfortunate that many teachers are forced to stay on the same salary level for four years or more. Loan should be granted to all the teachers. It is been done in some federal educational institutions. Finally, the research recommended two areas for further studies.

مستخلص البحث

سعت هذه الدراسة إلى تتبع العوامل التي تحفز أساتذة المدارس الثانوية بولاية بوشي نيجيريا إلى أداء وظائفهم، كان المنهج الوصفي هو المنهج الذي استخدمته في إجراء هذه الدراسة، كما كان أساتذة المدارس الثانوية بولاية بوشي نيجيريا محل هذه الدراسة، حيث تم اختيار عينة منهم لإجراء دراسة استقصائية حول موضوع البحث، وتم اعداد استبانة لجمع معلومات هذه الدراسة، فوضعتُ جدولاً إحصائياً على المعلومات التي توصلتُ إليها من خلال تلك الاستبانة. تبين لهذه الدراسة أن رواتب أغلب هؤلاء الأساتذة لا تكفيهم لسدّ حوائجهم، ووضعهم الاجتماعي يؤكد ذلك. بناء على هذا، فإنّ هذه الدراسة توصي الحكومة المعيّنة بهذا الأمر على القيام بما يلزم لتحفيز الأساتذة المدارس الثانوية خصوصاً في زيادة رواتبهم الشهرية؛ فإنّ ذلك يزيد من اهتمامهم بالتدريس؛ لأنّهم سيزدادوا رغبة وحامساً في عملهم، كما أنّ ذلك سوف يؤثر في الطلبة أيضاً أثناء التدريس، فإذا لم تكن الرغبة والحماس موجود في نفوس الأساتذة فسينعكس ذلك سلباً على الطلاب أنفسهم. ومما يحفز الأساتذة في القيام بعملهم على أحسن حال ترقيةهم المتواصلة في السنوات المعيّنة حسب اللوائح، فإنّ هذه الترقية من ثمرة أعمالهم ووظائفهم، فلا يظلّ الأستاذ أربع سنوات أو أكثر وهو يشغل في رتبة معيّنة دون ترقية. ومن العوامل المحفزة للأساتذة بالمدارس الثانوية في ولاية بوشي أيضاً تقديم القروض لهم، فقد تمّ تقديم مثل هذه القروض للأساتذة في المعاهد الفدرالية للدولة، وكان لذلك جانبه الإيجابي في تحفيزهم على أداء وظائفهم. كما أنه توصلت الدراسة إلى عدد من المقترحات لمزيد من البحث مستقبلاً.

Salaam.

Good morning. Praise be to Almighty Allah. Hoping you and your family are in good condition. With due respect and honour sir, i desperately need your assistant for the sake of Allah. Because my colleagues that we are living together have gone last two weeks and also our rent was end on sunday, they gave me four (4) day notice.

Sir, (wallahi - wallahi) I don't have money that is why i need your assistant. I hope my request will be givin and favourable consideration.